

An additional statistical area tracked by the IPA is the background of the subject officers who are listed in Formal (Citizen-Initiated and Department-Initiated), Informal, and Procedural complaints. Specific areas include the subject officer's work unit, gender, and years of experience with the SJPd at the time the incident occurred. It should be noted that cases that are classified as Inquiries do not track with the subject officer. Therefore, they are excluded from the statistical analyst.

GENDER OF THE SUBJECT OFFICER

Illustration A reports the gender of the subject officers from complaints received between January 1 through December 31, 2000. Data was rounded

off to the nearest percent. Of the 1371 officers working for the SJPd, 32% of the officers received a complaint.

Females, who make up 9% of the force, were subject officers in 9% of the complaints filed.

ETHNICITY OF THE SUBJECT OFFICER

Illustration B shows the ethnicity of the subject officers employed in the SJPd as of December 31, 2000. These statistics are from the complaints received between January 1 and December 31, 2000. Data was rounded off to the nearest percent. The data shows that in every ethnicity there was no more than a one-percent deviation from the representative number.

Illustration A: Gender of Subject Officer

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STATISTICAL BACKGROUND OF SUBJECT OFFICER

Illustration B: Ethnicity of Subject Officer

with 86 complaints. The 16+ year group makes up 32% of all officers in the SJPD and accounted for 20% of all complaints.

Officers with two to four years of experience received the most Unnecessary Force allegations, 38, see Illustration D. Overall, the officers with less than one year of experience have the least number of allegations filed against them. This is because these officers were under close supervision and scrutiny, they were involved in training at the academy and they were working under field training officers.

YEARS OF EXPERIENCE OF THE SUBJECT OFFICER

Illustration C and Illustration D present the subject officers' years of experience in the SJPD as of December 31, 2000. These statistics are from the complaints received between January 1 and December 31, 2000. Data was rounded off to the nearest percent.

Officers with two to four years of experience received the highest number of complaints. These officers account for 16% of all officers employed by the SJPD and were responsible for 26% (113) of all the complaints received. This is a significant decrease from last year's figure of 41%. Officers with more than 16 years of experience followed

SUBJECT OFFICER WITH ONE OR MORE COMPLAINTS

Illustration E reflects the number of subject officers by the number of complaints filed against them. The data collected is from a five year time period between January 1 through December 31, 1996, 1997, 1998, 1999, and 2000. The highest number of different officers receiving two or more complaints was in the 1996 calendar year, 110. A total of 392 different officers received at least one complaint in 1996. From January 1 through December 31, 1997, multiple

Illustration C: Subject Officer's Years of Experience

Illustration D: Allegations by Officer's Years of Experience

complaints were filed against 77 different officers, while 253 officers received one complaint. During the 1998 calendar year, multiple complaints were filed against 66 officers, a 14% percent decrease from 1997. There were 207 officers who received one complaint in 1998, an 18% percent decrease from	1997. During the 1999 calendar year, multiple complaints were filed against 73 officers, a ten percent (10%) increase over 1998. There was a six percent (6%) decrease in the number of officers receiving one complaint, from 207 in 1998 to 220 complaints in 1999. In comparison, during the 2000 calendar	year, multiple complaints were filed against 83 different officers, a 14% increase over 1999. There was a nine percent (9%) increase in the number of officers receiving one complaint, from 220 in 1999, to 240 complaints in 2000.
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Illustration E: Subject Officer by Number of Complaints

Illustration F: Subject Officers Receiving Complaints from Complainants by Ethnicity

SUBJECT OFFICERS
RECEIVING COMPLAINTS
FROM COMPLAINANTS BY
ETHNICITY

Illustration F presents a view of subject officers receiving complaints from complainants by ethnicity for the period of January 1 through December 31, 2000. From each complaint, there may be more than one complainant and/or more than one subject officer. In the case of multiple complainants, only the primary complainant is counted. This is in contrast to the tabulation for the subject officer, where each officer

involved in a case is tracked. The illustration shows the ethnicity of the primary complainant with the corresponding ethnicity for the subject officer(s) involved in a complaint. The primary complainant is the first complainant listed in a case or the complainant that was directly involved in the incident that resulted in the complaint against the subject officer(s). As an example; a case involves three officers (African American, Hispanic/Latino, White/European American) and two complainants. The primary complainant is Hispanic/Latino and the

co-complainant is White/European American. In this case because only the primary complainant is counted, the table would show a (1) in the column for the Hispanic/Latino complainant. In the column for the Subject Officers, African American, Hispanic/Latino, and White/European American would each get a (1) in their respective columns. It should be noted that excluded from the table is the figure for cases where an officer was not or could not be identified or the complaint was a policy violation. Policy cases are those cases that are determined to be a violation

against a department policy and not a complaint against an officer's action or inaction. Department-Initiated cases are investigations that are initiated by the Chief of Police. Department-Initiated investigation can either be administrative or criminal in nature and are most often personnel related or involve an unknown complaint.

The purpose of Illustration 9F is to show the ethnic makeup of officers and the complainants and to illustrate that no one ethnicity is being singled out or targeted for enforcement. Even though the figures may show a trend, the fact that a significant number of complainants refuse to complete the voluntary questionnaire affects the reliability of the data collected.

The Hispanic/Latino complainant group had the highest percentage (36%) filing of complaints. Most often this group files a complaint against European American officers (59%) and Hispanic/Latino officers (23%) of the time. Looking at Illustration F, complainants from every ethnicity filed more complaints against European American officers, than any other ethnicity. This is to be expected because European American officers make up 60% of the

department. Even though this is the largest ethnicity group employed by the SJPd, they generate the fewest number of complaints in proportion to the number of officers.